

**WHAT IS CLAIMED IS:**

- 1 1. A method comprising:  
2 retrieving one or more core skills, wherein each core  
3 skill corresponds to each of a plurality of users;  
4 retrieving a subset of dimension skills from a  
5 plurality of dimension skills, wherein the subset of  
6 dimension skills correspond to a subset of the  
7 plurality of users;  
8 identifying a progression requirement for each of the  
9 core skills and the subset of dimension skills;  
10 including the retrieved core skills, the subset of  
11 dimension skills, and the identified progression  
12 requirements in a framework; and  
13 evaluating one of the plurality of users using the  
14 framework, the evaluating resulting in an evaluated  
15 user.
- 1 2. The method of claim 1 wherein the evaluating further  
2 comprises:  
3 retrieving a user capability, the user capability  
4 corresponding to the evaluated user;  
5 matching the user capability with one of the  
6 progression requirements that are included in the  
7 framework; and  
8 ranking the evaluated user in response to the  
9 matching, the ranking resulting in a skill ranking.
- 1 3. The method of claim 2 further comprising:

2 computing the skill ranking for each of the core  
3 skills and each of the subset of dimension skills, the  
4 computing resulting in a plurality of skill rankings;  
5 and  
6 establishing an overall ranking based upon the  
7 plurality of skill rankings.

1 4. The method of claim 3 further comprising:  
2 identifying one or more user improvement areas,  
3 wherein the user improvement area corresponds to one  
4 of the core skill or one of the dimension skill which  
5 requires the user to improve in order to increase the  
6 user's overall ranking.

1 5. The method of claim 1 wherein the subset of dimension  
2 skills constitutes a first dimension skills module,  
3 the method further comprising:  
4 selecting one or more dimension skills from the  
5 plurality of dimension skills, the selecting resulting  
6 in a second dimension skills module; and  
7 replacing the first dimension skills module with the  
8 second dimension skills module in the framework.

1 6. The method of claim 1 further comprising:  
2 identifying one or more functional skills that  
3 correspond to the subset of dimension skills; and  
4 including the identified functional skills in the  
5 framework.

1 7. The method of claim 1 wherein the framework is  
2 selected from the group consisting of a profession-

3 specific framework and a business function-specific  
4 framework.

1 8. An information handling system comprising:

2 one or more processors;

3 a memory accessible by the processors;

4 one or more nonvolatile storage devices accessible by  
5 the processors; and

6 a workforce evaluation tool for evaluating a  
7 workforce, the workforce evaluation tool comprising  
8 software code effective to:

9 retrieve one or more core skills from one of  
10 the nonvolatile storage devices, wherein  
11 each core skill corresponds to each of a  
12 plurality of users;

13 retrieve a subset of dimension skills from a  
14 plurality of dimension skills located in one  
15 of the nonvolatile storage devices, wherein  
16 the subset of dimension skills correspond to  
17 a subset of the plurality of users;

18 identify a progression requirement for each  
19 of the core skills and the subset of  
20 dimension skills;

21 include the retrieved core skills, the  
22 subset of dimension skills, and the  
23 identified progression requirements in a  
24 framework; and

25                   evaluate one of the plurality of users using  
26                   the framework, the evaluating resulting in  
27                   an evaluated user.

1    9.    The information handling system of claim 8 wherein the  
2           software code is further effective to:  
3           retrieve a user capability from one of the nonvolatile  
4           storage devices, the user capability corresponding to  
5           the evaluated user;  
6           match the user capability with one of the progression  
7           requirements that are included in the framework; and  
8           rank the evaluated user in response to the matching,  
9           the ranking resulting in a skill ranking.

1    10.   The information handling system of claim 9 wherein the  
2           software code is further effective to:  
3           compute the skill ranking for each of the core skills  
4           and each of the subset of dimension skills, the  
5           computing resulting in a plurality of skill rankings;  
6           and  
7           establish an overall ranking based upon the plurality  
8           of skill rankings.

1    11.   The information handling system of claim 10 wherein  
2           the software code is further effective to:  
3           identify one or more user improvement areas, wherein  
4           the user improvement area corresponds to one of the  
5           core skill or one of the dimension skill which  
6           requires the user to improve in order to increase the  
7           user's overall ranking.

1 12. The information handling system of claim 8 wherein the  
2 subset of dimension skills constitutes a first  
3 dimension skills module, and wherein the software code  
4 is further effective to:  
5 select one or more dimension skills from the plurality  
6 of dimension skills, the selecting resulting in a  
7 second dimension skills module; and  
8 replace the first dimension skills module with the  
9 second dimension skills module in the framework.

1 13. The information handling system of claim 8 wherein the  
2 software code is further effective to:  
3 identify one or more functional skills that correspond  
4 to the subset of dimension skills; and  
5 include the identified functional skills in the  
6 framework.

1 14. A program product comprising:  
2 computer operable medium having computer program code,  
3 the computer program code being effective to:  
4 retrieve one or more core skills, wherein  
5 each core skill corresponds to each of a  
6 plurality of users;  
7 retrieve a subset of dimension skills from a  
8 plurality of dimension skills, wherein the  
9 subset of dimension skills correspond to a  
10 subset of the plurality of users;

11                   identify a progression requirement for each  
12                   of the core skills and the subset of  
13                   dimension skills;  
  
14                   include the retrieved core skills, the  
15                   subset of dimension skills, and the  
16                   identified progression requirements in a  
17                   framework; and  
  
18                   evaluate one of the plurality of users using  
19                   the framework, the evaluating resulting in  
20                   an evaluated user.

1   15.   The program product of claim 14 wherein the computer  
2       program code is further effective to:  
3       retrieve a user capability, the user capability  
4       corresponding to the evaluated user;  
  
5       match the user capability with one of the progression  
6       requirements that are included in the framework; and  
  
7       rank the evaluated user in response to the matching,  
8       the ranking resulting in a skill ranking.

1   16.   The program product of claim 15 wherein the computer  
2       program code is further effective to:  
3       compute the skill ranking for each of the core skills  
4       and each of the subset of dimension skills, the  
5       computing resulting in a plurality of skill rankings;  
6       and  
  
7       establish an overall ranking based upon the plurality  
8       of skill rankings.

1 17. The program product of claim 16 wherein the computer  
2 program code is further effective to:  
3 identify one or more user improvement areas, wherein  
4 the user improvement area corresponds to one of the  
5 core skill or one of the dimension skill which  
6 requires the user to improve in order to increase the  
7 user's overall ranking.

1 18. The program product of claim 14 wherein the subset of  
2 dimension skills constitutes a first dimension skills  
3 module, and wherein the computer program code is  
4 further effective to:  
5 select one or more dimension skills from the plurality  
6 of dimension skills, the selecting resulting in a  
7 second dimension skills module; and  
8 replace the first dimension skills module with the  
9 second dimension skills module in the framework.

1 19. The program product of claim 14 wherein the computer  
2 program code is further effective to:  
3 identify one or more functional skills that correspond  
4 to the subset of dimension skills; and  
5 include the identified functional skills in the  
6 framework.

1 20. The program product of claim 14 wherein the framework  
2 is selected from the group consisting of a profession-  
3 specific framework and a business function-specific  
4 framework.